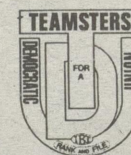




Independent Review Board expels top Hoffa aides for sweetheart deal. Hoffa suspected in cover-up.

See page 6.

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 2002 # 202

Will Hoffa Deliver 'Best Contract Ever' at UPS?

- ▶ UPS is demanding an early contract settlement.
- ▶ Teamster President James Hoffa is promising to negotiate "the Best Contract Ever."
- ▶ And working Teamsters are being kept in the dark about what's happening at the bargaining table.

That's where we stand as contract talks at the Teamsters largest employer enter their final month.

"With our union bargaining committee and UPS negotiating behind closed doors, TDU has been the only reliable source of information about our contract. We pass out *Convoy Dispatch* and contract bulletins in my building whenever they come out.

"With a contract agreement coming up soon, I am counting on TDU for an analysis of what is good and bad in the deal and whether it is worth voting for. I know my co-workers will be looking for the same.

"Without TDU we'd be in the dark at UPS."

Jim Reynolds

UPS, Local 804, New York



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Who is helped by an early settlement?

UPS management is pushing hard for an early settlement. Company spokespeople continue to make rosy predictions to the press while management tells members horror stories about the looming threat of diverted business.

While the threat of lost volume is useful for managers who want to try to scare members into accepting an early deal, any lost volume is actually more pressure on management to bargain seriously.

With management anxious to calm jittery investors and nervous shippers who remember the 1997 strike, the best leverage our union has is to force the company to bargain right up to the deadline.

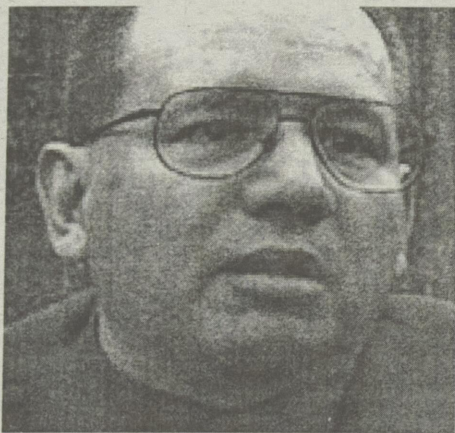
Will Hoffa negotiate up to the deadline and maximize our leverage to win the "Best Contract Ever" as he has repeatedly promised? Or will he back down and settle early, leaving potential contract gains on the table?

See inside for a complete report.

Inside on Pages 4-5

- ▶ **UPS talks: Early settlement or down to the wire?**
- ▶ **The money's there! A look at UPS's finances.**
- ▶ **The truth behind UPS's scare campaign about customers diverting business.**
- ▶ **What would the 'Best Contract Ever' look like?**
- ▶ **What will it take to make half of UPS jobs full-time?**

Letters From Our Members



Jimi Richards, Local 728, Atlanta

We Should Have Kept Organizing Overnite Terminals

The film "American Standoff" vindicated what I said from the beginning of the Overnite struggle, and what got me fired after three weeks on the line in Atlanta — We should have kept organizing more Overnite terminals!

I was appalled and angered by the piece, as should be all Teamsters, concerning the conference call being given by [IBT organizing director] John Murphy when Hoffa's election campaign was brought into the picture in the decision to call a strike or not.

Hoffa fired 98 percent of the organizers who started the Overnite movement; not surprisingly, organizing came to a halt.

I was working for Local 728 and could not be fired by Hoffa, until our local president was removed and Hoffa took over our local — which was bragged about in the movie. How dare Murphy talk about politics on our picket line in Atlanta! Politics has no place in organizing.

Thanks to those Teamsters and Overnite drivers who have passed along kind words after seeing the movie and learning about our organizing work in Atlanta. The struggle goes on.

Jimi Richards

Local 728, Yellow Transportation
Atlanta

Central States Cuts an Insult

Like every other Teamster and retiree in the Central States Pension and H&W Plan, I got their insulting newsletter announcing the benefit cuts and punitive reemployment rules.

I believe their new policies are punitive, coercive, and I would like to see the situation investigated with good attorneys.

We've won early retirement, but now they want to prevent us from retiring by saying we can't do anything to make any money to supplement the pension. They

have also cut our pension by tripling the amount we have to pay for health coverage. Then they have the nerve to tell us we're lucky they don't take even more from us.

Teamsters have fought hard to win good pensions, and most drivers where I work are looking forward to that benefit. Now they betray the trust of Teamster members by making it harder to retire.

Top Teamster officials sit as 50 percent of the trustees. Shame on them. They have free medical and multiple pensions. I'd like to see a full audit and, if possible, legal action to defend our right to collect what we have earned.

Jim Carothers

Allied Systems

Local 299, Detroit

Ken Hall Back to Take on UPS

I was at the meeting in Washington in August 1997 when Carey outlined the tentative UPS agreement — to the applause of all, I might add. Carey said the negotiations were difficult and that he was glad he wouldn't have to do it again. At the time I took this to mean Carey didn't plan to run for president a third time.

Now I wonder if Hall is back because he has dealt with UPS. I suspect that Hoffa and Lichtenwald were unprepared for the ferocity of UPS. Maybe Ken Hall is our last best hope at the International level for a good agreement.

John Moroney

Local 261, UPS

New Castle, Pa.

No Concessions in UPS Contract!

The only acceptable UPS contract is the best contract ever.

We are in the best bargaining position ever thanks to the 1997 strike. Management is desperate to reach a deal and to reach it as soon as possible.

Wall Street is watching, the media is

watching. And with the global economy, businesses the world over have a stake in the outcome of our contract.

The best contract ever means not one step back on any issue. No bonus. No concessions. No "flexibility." No excuses.

Here in the South the IBT is talking about (but not showing anyone) the best supplement ever. That wouldn't be difficult given that the southern supplement has been way behind others since day one. Finally getting seniority rights other UPS-ers have enjoyed for years just won't cut it in terms of what UPS members need and deserve.

The best contract ever means winning more fulltime jobs this time than last time. It means boosting the starting wages by at least two bucks. It means real protection from excessive overtime and more money into the pension plan.

This is also golden opportunity to protect union jobs from the ravages of new technology. The best contract ever will do that. And the best UPS contract ever will win the right to organize UPS Logistics and other non-union subsidiaries.

But if Hoffa blinks, our eyes have to be wide open. Anything less than the best contract ever and we need to be ready to vote no to send them back to the table.

Eric Robertson

Local 728, UPS

Atlanta

Check Out TDU Online

- ▶ The latest UPS leaflets, including the "Best Contract Ever" flyer.
- ▶ New links to download union LM-2 financial reports and information on pension documents you are entitled to
- ▶ Up-to-date IBT Constitution

www.tdu.org

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watonsville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311
Michael Ruscigno, New York Local 802

Members:

Willie Hardy, Memphis Local 667
Homer Lambert, Chicago Local 743
Tom Sheibley, Brockton, Mass., Local 653
Willie Smith, Columbus Local 413
Frank Villa, Los Angeles Local 630
Shelly Worley, Minneapolis Local 2000
Maria Zayas, Puerto Rico Local 901

Alternates:

Brian Chapman, Toronto Local 938
Michael Schaffer, Youngstown, Ohio, Local 377
Mike Brannan, Seattle Local 763

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in September 2001 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Open Letter to Teamster Freight Director Phil Young

We are Teamsters concerned about the upcoming bargaining for the National Master Freight Agreement, and want to convey to you, other officers and fellow Teamsters our concerns about the need to organize our Teamster power.

We all know the employers are already making contract plans and working to soften up our members. Yellow Freight, for example, has already started a regular contract-oriented publication "Agreement '03" which they have mailed to all their Teamster employees. Its May 2002 edition hints that concessions in health care may be a goal.

As a union, we need to be just as prepared. We — and our co-workers — expect a fight in this contract round. We are committed to do our part, and we are asking the IBT Freight Division to start now.

With the new dues hike, freight Teamsters will be contributing more than an *additional \$1 million per month in union dues*. (That's over 100,000 Teamsters at a \$10 dues increase). This \$1 million a month should be put to work now to organize and win the best possible contract, period.

We believe this means putting working Teamsters on the negotiating committee, and to work on a national and regional scale to build a contract campaign. Take dock workers off the dock, drivers out of the trucks, and other Teamsters from the shops and offices to work on a contract campaign and a strategy to win.

This program will mean close to 100 percent participation in a bargaining survey, one-on-one petitions and member mobilization to unite Teamsters and show management that we will not be satisfied and productive without a fair settlement, improvements in conditions, and absolutely no concessions.

There are 284 days until the NMFA expires.

We ask you to begin the contract campaign. We — and our fellow freight Teamsters — are ready to join it.

*Mike Schaffer, Local 377
Tom Sheibley, Local 653
Don Huber, Local 773
Richard D. Hall, Local 41
Dick Gebhardt, Local 961*

*Willie Hardy, Local 667
Gary Gregory, Local 135
Larry McDonald, Local 728
Jimi Richards, Local 728*

*Willie Smith, Local 413
Mark Woods, Local 249
Andy Fick, Local 390
Greg Smith, Local 407*

Freight Lines

USF Holland Wants to Subcontract Teamster Work.

Would you be surprised to find lumpers hired by your boss, even working trailers right at your terminal? Local 614 members in Pontiac, Mich., are not only surprised but plenty mad at this move by USF Holland.

Lumpers have been hired by Holland to work trailers right at the dock for one account. Also, Holland has hired lumpers to do the same kind of work at Alliance Foods, to switch the freight to Alliance's pallets.

Grievances have been filed, but Holland's labor man says he will take it up to the JAC and keep up the practice meanwhile. Pontiac Teamsters were apparently ready to strike over it, but the International said no.

No way can we allow any company to subcontract out Teamster work like this.

Overnite Hands Over \$176,500 in Back Pay.

Two former Memphis Overnite employees received \$100,000 and \$76,500 following a final ruling by the National Labor Relations Board. The ruling found they were wrongfully fired for union activity and were owed back pay. It further required Overnite management to post signs visible to workers stating the company broke the law.

The signs state, in part: "We will not threaten our employees with reduction in their hours of work because they vote in favor of Teamsters Local 667. We will not discipline, suspend or discharge our employees because of their support of the Union."

Yellow Newsletter — Is Medical Co-Pay on the Way?

Yellow has initiated a newsletter, "Agreement '03," for Teamster employees. The May 2002 issue focuses on the expense of health care benefits. Yellow claims their costs per Teamster are twice those of the "average" American employee. Tim Lynch,

president of the Motor Freight Carriers Association, who will be a key player in the 2003 NMFA negotiations states, "Employers in other industries have had to consider having employees assume an increasing portion of their health care coverage. Some employers have provided a basic health care plan and have asked employees to pay extra if they want a richer benefit plan. Others have asked their employees to either pay a portion of their health care coverage premium or have initiated increases in co-pays for medical treatment."

ABF CEO Values Union Employees.

At a recent Bear Stearns global transport conference in New York, David Stubblefield, President and CEO of ABF Freight System, said being a union carrier "is not all bad. That's because of efficiencies gained by an experienced work force."

FedEx Ups Ante on LTL in the East.

FedEx Freight East recently introduced a new money-back guaranteed service. They will deliver shipments via truck in selected lanes up to 900 miles by the next business day, well over the regional LTL industry standard of up to 500 miles by the next day. Why does FedEx continue to be covered under the Railway Labor Relations Act?

New CEO at CF.

John Brincko, a Los Angeles based consultant who specializes in turning around companies, was recently named CEO of CF. Brincko has been CEO with Knudsen Foods, Foremost Dairies, and CalComp Technology, a division of Lockheed Martin. An industry analyst praised the hiring saying, "It's helpful for the industry to have more than just die-hard truckers. They're too hung up with the traditional definition of an LTL carrier moving freight from point A to point B, and don't understand the competition they face." A CF spokesman agreed with the observation stating, "...we have plenty of in-house expertise on moving freight with trucks. What we've been lacking is strong experience in turning a company around." CF has lost close to \$139 million in the last four quarters.

The Best Contract Ever at UPS

Since late last year, President Hoffa has promised repeatedly to win the best contract ever at UPS.

UPS Has the Money

UPS Teamsters deserve it. In the five years since we last negotiated a contract, UPS has earned almost \$8 billion in profits due to the hard work of Teamster members. We need to show UPS that we'll do whatever it takes to win the best contract ever.

There is no room for excuses from our union negotiators. They know what we need in the contract. Last fall, over 42,000 UPS Teamsters filled out surveys specifying the gains they wanted to see. Because of the big increase in our dues that will take place in July, our union has a large strike fund and the resources needed to win these gains.

What Would 'Best Contract' Include?

What would the best contract ever look like?

In 1997, our union involved members in all stages of negotiating the contract. We stood our ground and struck for two weeks instead of accepting a substandard contract offer from UPS. As a result, we made many significant improvements in our contract, including record wage and pension increases and winning 10,000 new full-time jobs.

This year, President Hoffa says he'll do even better. At right is a summary of what was won in the 1997 contract, along with a list of what we will have to win this year if Hoffa is to live up to his promise of negotiating the best UPS contract ever.

What Would the 'BEST CONTRACT EVER' Look Like?

	1997 UPS Contract	Need to Win This Year
Full-time jobs:	2,000 new full-time jobs per year created by combining part-time positions.	3,000 new full-time jobs per year created by combining part-time positions.
Pension:	Stayed in Teamster plans. Matched or beat company pension plan offers. 25-and-out at \$2,500 in most plans for the first time.	Stay in Teamster plans. Match or beat all company plan pension offers, such as 25-and-out at \$3,100. (UPS has already offered this in their company plan in Central Pa.)
Part-time wages	Increased starting wage by \$.50 (first increase since 1982). \$4.10 wage hike over life of the contract. Half-hour increase in daily guarantee.	Increase starting wage by \$2. Create a top rate equal to the full-time inside rate and a 2-year progression to reach this rate. Increase daily guarantee by one hour.
Full-time wages:	Increased wages by approximately 3% per year.	Increase wages by 4% per year (\$1 per year).
Job security:	Banned subcontracting of feeder jobs.	Win the right to organize nonunion UPS subsidiaries.
Concessions:	No concessions.	No concessions, including in the supplements.

Why We Need 3,000 New Full-Time Combination Jobs per Year

"The union wants to see the number expanded to 3,000 new full-time jobs a year, officials said.

"Teamsters spokesman Bret Caldwell said the union's goal is to increase the portion of full-time positions to half. Full-time jobs make up 42 percent of unionized jobs, versus 39 percent in 1997, according to UPS."

St. Louis Post-Dispatch, June 7, 2002

Winning enough full-time jobs in this contract to make half of the UPS workforce full-time is an important goal for our union. More full-time jobs mean more opportunities for part-timers. And a higher percentage of full-time jobs means more job security for full-time employees by limiting UPS's ability to make part-time employees

do full-time work.

Since UPS is a growing company, our union has to push for more full-time jobs than we got in the last contract. Otherwise, we will fall behind just by standing still. That's why it's so important that we win 3,000 new full-time jobs per year in this contract, created by combining part-time positions.

The '97 Contract: Forward Progress

The 1997 contract reversed the 20-year trend of part-time jobs replacing full-time positions. Since the 1997 contract was signed, the percentage of full-time jobs has increased from 39 percent to 42 percent. The 10,000 full-time jobs we won in our contract are the only reason that the overall percentage of full-

The Effect of Winning 3,000 New Full-Time Jobs per Year

	2002	2007	Increase in jobs
Total jobs	230,000	272,000	+42,000 (+18%)
Full-time jobs	96,600 (42%)	136,000 (50%)	+39,400 (+41%)
Part-time jobs	133,400 (58%)	136,000 (50%)	+2,200 (+1.6%)

time jobs at UPS has increased in the last five years. Without these jobs, the overall percentage of full-time jobs would have dropped to 36 percent, thereby weakening our union and making the average part-timer wait even longer to get a full-time job.

The '02 Contract: Getting to 50%

If present trends continue, UPS employment will grow about five percent per year. We will therefore need to win at least 3,000 new full-time combination jobs per year just to raise the overall percentage of full-time jobs to 50 percent after five years.

If we fail to do that, the percentage of full-time jobs will not improve, or will even get worse, as the company grows. We will be moving backwards while

We need to show UPS that we'll do whatever it takes to win more full-time jobs.

UPS's profits and revenue continue to grow.

Full-Time Jobs: The Choice is Ours

We need to show UPS that we'll do whatever it takes to win more full-time jobs. And we need to tell our union officials that we'll vote down any contract offer that doesn't get us to fifty percent full-time jobs.

Now that we have finally begun to turn the tide on the growth of part-time work at UPS, we have to push forward and move towards finishing the job.

Full-Time Jobs Won in the 1997 UPS Contract

	1997	2002	Increase in jobs
Total jobs	185,000	230,000	+45,000 (+24%)
Full-time jobs	72,150 (39%)	96,600 (42%)	+24,450 (+34%)
Part-time jobs	112,850 (61%)	133,400 (58%)	+20,550 (+18%)

UPS Contract: Economic Proposals on the Table

On June 14, the Teamsters National Negotiating Committee submitted economic proposals to UPS. As has been typical in these closed-door negotiations, members were left in the dark about the details. The only information released was that the union offer included increased wages, narrowing wage differentials between part-timers and full-timers, and creating more full-time jobs. Important non-economic issues, as well as a significant number of supplemental contracts, also remain on the table.

Following the submission of proposals, our union took to the airwaves to declare that a settlement was imminent. IBT President James Hoffa told the *Wall Street Journal* that, "We certainly believe it is possi-

ble to get a contract by the end of June" and declared himself "very satisfied" with the progress made in negotiations.

Should UPS Teamsters be satisfied if the Hoffa-led negotiating team sends an early agreement to members for ratification? UPS badly wants an early settlement. So, settling early means giving up our leverage and turning our backs on further contract gains that we could win if we push the bargaining late into July.

After months of Hoffa promises during his re-election campaign and during his campaign for a dues hike, membership expectations for the best contract ever are high. Is Hoffa willing to go eyeball to eyeball with UPS up until the contract deadline to win the best contract

ever? Or will UPS force him to blink and settle short?

This is the year to make big improvements

With UPS financially healthy, we need to take advantage of this opportunity to make big gains and solve the long-term problems that weaken our union, such as the wage gap between part-time and full-time employees.

With such goals in mind, economic improvements in our contract should include:

- **Full-time wages:** Increase by four percent per year (\$1 per year).
- **Pension:** Stay in Teamster pension plans while beating all company plan offers, such as 25-and-out at \$3,100 (offered by UPS in the Central Pennsylvania supplement negotiations).
- **Part-time wages:** Increase by \$2. Create a top rate equal to the full-time inside rate and a two-year progression to reach this rate.
- **Part-time hours:** Increase the daily guarantee by one hour.

UPS can afford these improvements. In the five years since we last negotiated a contract, UPS has earned almost \$8 billion in profits due to our hard work. Despite a recession and the events of Sept. 11, the company had its second most profitable year in history in 2001.

Industry analysts say that UPS is positioned to grow. In late May, the Air Transport Association announced that air freight traffic rose for the first time in a year, with particularly strong growth in domestic volume. Then, Moody's Investor Services announced that UPS was one of only eight U.S. companies to maintain a AAA debt rating, the highest rating and an important indicator of a company's good financial health.

Going the distance with UPS

UPS is sweating to get the contract done as soon as possible, worried about their public image and stock price. Even before the submission of economic proposals, CEO Michael Eskew told the press that UPS and the Teamsters were "getting close" to an agreement.

But while managers continue to make threats about lost volume to try to scare members into accepting an early deal, UPS acknowledged that there have been few signs of diversion. In addition, UPS knows, but is not telling members, that freight that is diverted is highly likely to return as soon as the contract is settled.

FedEx is turning away UPS shippers looking for back-up plans in case of a strike. A recent article, "FedEx Uninterested in Fair-Weather Freight," says the company learned its lesson in 1997, when most UPS customers returned to UPS after the strike, while long-term FedEx shippers were upset by disruption caused by the sudden increase in volume.

Make or break time

As the days to our contract expiration wind down, the pressure is on Hoffa and his negotiating committee to deliver an agreement that meets his promise of the best contract ever. If Hoffa blinks in the face of UPS pressure and reaches an early settlement, members will have to ask what our negotiators left at the table by caving in to UPS's demand.

Ultimately, the power to determine whether or not we win a strong contract is in the hands of the members. We can tell our negotiating committee not to give up our leverage by settling early. And if there is an early settlement, members can send our team back to the bargaining table by voting the agreement down.

Teamster Parcel Director Commentary

Ken Hall on the 1997 UPS Victory and Teamster Reform

In August 1997, the Teamsters Union won "labor's victory of the decade" when almost every union demand was won in the UPS strike. Our union united and mobilized our members, the labor movement, and the community.

As a result, we won a contract with no concessions, with big pension increases, with a ban on subcontracting our jobs, with a good pay raise for full timers and a larger one (by \$1) for part timers, and with a new breakthrough: 10,000 more full-time jobs by combining some 20,000 part-time jobs.

In November 1997, IBT Parcel Director Ken Hall addressed the TDU Convention in Cleveland to thank TDUs for their front-line role in the victory, and to give his analysis of how that victory was achieved, and the role of Ron Carey in that victory and in Teamster reform.

Ken Hall's remarks:

"This is certainly an emotional time for all of us. We've been on a hell of a roller coaster, from our victory at UPS, to the announcement this week about Ron [Ron Carey was disqualified from running for reelection just four days earlier. It was not until October 2001 that he was exonerated in federal court on nearly identical charges.] It's particularly emotional for me, because I've had the chance over the last few years to see Ron Carey up close, in action, facing the toughest decisions any man can face. And I've seen how courageous and how determined he can be.

"I remember when Ron and the General Executive Board eliminated the Area Conferences in 1994. People told him 'You can't take out the conferences, they'll attack you personally, they'll say you're in the mob, they'll do anything to bring you down.' I recall that Ron Carey said I don't care what they do, this is what the members elected me to do, and this is

what we're going to do.

"So Ron did that. He sent me, and Tom Leedham, and Don Scott, and Bob Knox and other leaders to those four area conferences to wind them down. That was dramatic reform. That helped change this union forever.

"So I saw that same strength this year in our campaign at UPS. Ron Carey told me from the beginning, that the only power we have is through our members. So we designed a campaign that gave every member a chance to be involved. And when it came down to crunch time,

"The only power we have is through our members."

**Ken Hall
addressing 1997 TDU Convention**

Ron Carey and I may have been alone in some negotiating room in Washington, D.C., but all you folks were there, right in that room with us, and so was every Teamster who cares about this union. And I've got to tell you, that's what gave us the strength to hold out for the strike victory we achieved at United Parcel Service.

"As Ron said at our news conference this week after the decision came down, we're going to continue to fight for a strong union, no matter what happens. We're going to take the energy and excitement from our victory at UPS and we're going to use that to defeat anyone who wants to turn back the clock on reform and democracy in this union.

"We're going to build on the campaign that we ran at UPS to win good contracts in other areas, in freight, and Northwest Airlines, at Anheuser Busch, and we're going to continue to keep fighting corruption and keep building democracy and keep this union on the road of reform."

UPS Mechanics Update

Negotiations for a new contract for UPS airline mechanics, members of Teamsters Local 2727, appear to have stopped completely. Ironically, this standstill comes at a time when the International Union should have more leverage than ever to help these members win a strong contract because of the upcoming expiration of the UPS national agreement.

The mechanics rejected a substandard contract offer in March by 83 percent that failed to deal with the important issues such as employee contributions for health care and a two-tier wage system. Ninety-five percent of the 1,180 mechanics, utility workers, flight simulator technicians and maintenance controllers returned their mail ballots in voting down the proposal. The International Union had endorsed the tentative agreement in January when it was first announced.

The union and the company have not

negotiated since late April, when they bargained with the assistance of a Federal Mediator. The local requested new bargaining dates from the Federal Mediator in the middle of May, but have yet to receive a reply.

President Hoffa met with local union leaders in early June to offer his support. However, throughout the UPS contract campaign, the IBT has failed to link the battle of these strategically important union members with the larger struggle to win a good contract for the 230,000 members covered by the UPS national agreement.

Further, given our General President's high profile and alleged clout with the Bush administration, it is difficult to believe that he cannot intervene with the National Mediation Board to get new negotiating dates set for these members right away.

IRB Boots Top Hoffa Aides

On May 29, 2002, the Independent Review Board permanently banned Bill Hogan and Dane Passo from the Teamsters union for attempting to negotiate a corrupt sweetheart contract in the trade show industry in Las Vegas.

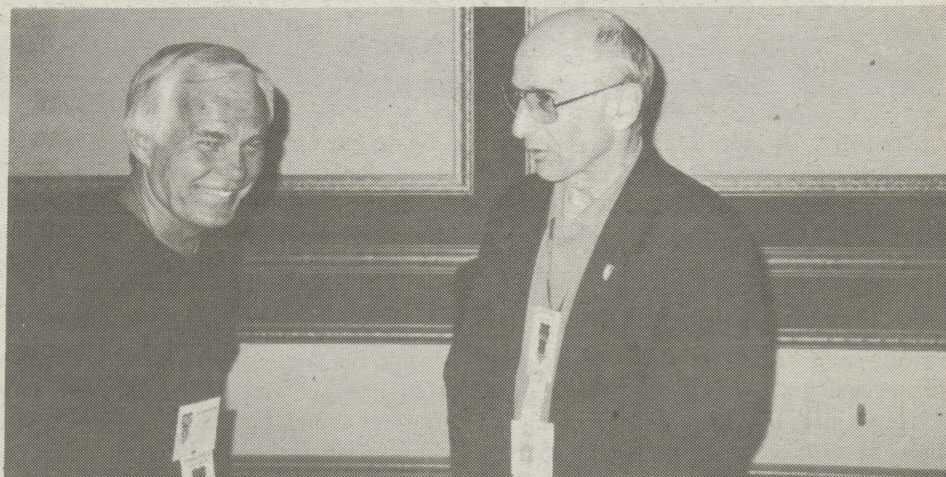
The deal would have slashed living standards for 1,200 Teamster members. Michael Hogan, brother of Bill Hogan, is Vice President of the Las Vegas company that would have benefited from the deal.

Both Hogan and Passo are close

political allies of Teamster President James P. Hoffa.

The IRB action brings to a close their sordid Teamster careers. Hogan was removed from office once already on nepotism charges. Passo has long been suspected of organized crime associations.

But the final IRB report raises as many disturbing questions as it answers, including what Hoffa knew, when he knew it, and what role he played in covering up the scandal and impeding the IRB's investigation.



Ousted Hoffa pal Billy Hogan jokes with Hoffa's anti-corruption czar Edwin Stier at the IBT Convention just days after the IRB announced it was investigating the Las Vegas sweetheart scheme.

Hoffa Eyed in Cover-up of Las Vegas Sweetheart Scandal

Facts uncovered in the Hogan/Passo investigation are raising eyebrows — and questions — about President Hoffa's knowledge and involvement in the Las Vegas sweetheart scandal.

The investigation revealed that Hoffa was present at several key meetings where discussions of the sweetheart deal took place. Hoffa even dined with the president of the company with whom Hogan and Passo were working the corrupt scheme.

Yet Hoffa claims no knowledge of the scheme. Was Hoffa as oblivious to Hogan and Passo's activities as he claims? Or did Hoffa know about the corrupt deal and attempt to cover up his knowledge by failing to cooperate with the IRB?

See No Evil

Hoffa knows Bill Hogan and the Hogan family well. Hogan was forced to withdraw as Hoffa's running mate before the 1996 Teamsters election after the IRB began investigating nepotism and corruption charges in Local 714 in Chicago, where Hogan was president.

In fact, Hoffa told the IRB that because of previous charges of corruption against Hogan, he would not assign him to positions in the convention industry or in Las Vegas and refused to name Hogan to his old position as director of the IBT Trade Show Division.

Yet, over the course of late 1999 and early 2000, several events occurred that make it incredible to believe that Hoffa did not know of Hogan's role in negotiating a deal in the Las Vegas convention industry.

➤ In 1999, at a union meeting, Hogan, with Hoffa standing next to him, asked Las Vegas Local 631 leader Tim Murphy to meet with some friends of his.

➤ In March 2000, Hoffa sent VP Jim Santangelo and International Representatives to deliver a message to Murphy about the way he was running the local. Hogan showed up at this meeting, despite having no official duties in Las Vegas.

➤ In July 2000, Hogan arranged a meeting between Hoffa and the owner of the Las Vegas company with whom he was

negotiating the sweetheart contract. Hoffa even admits that the Las Vegas contract was discussed at this meeting.

Incredibly, despite all of the evidence to the contrary, Hoffa maintains that he knew nothing of Hogan's involvement in the convention industry in Las Vegas. Hoffa even denies knowing Michael Hogan, Vice President of the Las Vegas company, saying, "I have met a lot of Hogans, it's a big family."

The Case of the Missing Sweetheart Contract

The appearance of a cover-up is bolstered by the failure of the IBT to provide the IRB with a copy of the sweetheart contract that the union had in its possession.

It seems that virtually everyone in the top echelon of the Hoffa administration knew about this contract, including Hoffa's Executive Assistant Carlow Scalf, and IBT attorneys who reviewed the proposed agreement.

Nevertheless, during the course of the IRB's investigation, the IBT and Passo both denied the existence of any written version of the sweetheart contract. As a result, the IRB did not vigorously question the key players in the scandal, including Hoffa and Executive Assistant Scalf, about their knowledge of the contract — a key piece of evidence that could prove that Hoffa was aware of the Las Vegas scheme at a time when he could have intervened to stop it.

Miraculously, after Hoffa and Scalf had already testified, the IBT and Passo both claim to have "found" the agreement and both parties turned over copies of the sweetheart deal to the IRB on the very same day. Unfortunately, the IRB never forced Hoffa and Scalf to give new statements under oath in light of this new-found evidence.

Time for Hoffa to Come Clean

To protect the integrity of his office, Hoffa has to remove the lingering questions about his knowledge of the Las

Vegas scandal and his role in the attempts to impede the IRB's investigation. The best way to do this would be for our International Union leadership to form a truly independent investigative panel. This panel should take new depositions from Hoffa and Scalf in light of the discovery that the IBT had a copy of the sweetheart contract all along.

If the Hoffa administration shows it-

self incapable of policing its own house, then it will fall to the IRB alone to investigate what Hoffa knew about the involvement of Hogan and Passo in the Las Vegas sweetheart deal — and when he knew it.

The IRB should also bring charges against Hoffa and Scalf for obstructing the IRB investigation by withholding evidence and failing to provide truthful and credible responses to the investigator's inquiries.

Confused, Clueless or Covering Up?

James Hoffa Under Oath

Last year, the IRB deposed Hoffa as part of their investigation into the Hogan/Passo sweetheart scheme in Las Vegas. The transcript has now become available and its contents are disturbing.

Given the chance to explain his role for the legal record, Hoffa has dodged questions about his relationship with the architects of the scheme — including both company executives and top union aides.

In all, Hoffa answered "I don't know" or "I don't remember" an incredible 75 times, and left many unanswered questions about what he knew about the sweetheart deal and his top aides' illegal activities.

Here's Hoffa in his own words:*

"I have met a lot of Hogans, it's a big family."

Asked about whether he'd ever met Michael Hogan, Bill Hogan's brother and Vice President of the Las Vegas company with whom Hogan and Passo negotiated a sweetheart contract.

"I have to have lunch sometime."

When asked why he had lunch with Bill Hogan, Dane Passo and the president of the Las Vegas company with whom Hogan and Passo were trying to cut a sweetheart deal:

"It was a lot of chitchat... and it was basically talking about Harry Carey's widow who I think happened to walk in at the time. And it was basically, you know... guys sitting around having lunch."

Hoffa was asked what he, Hogan, Passo and the Las Vegas company executive spoke about during their lunch at Harry Carey's, a famous Chicago restaurant.

"I have no idea ... I look at a lot of paperwork every day. And basically, if the legal counsel prepares it, I sign it ..."

Asked why Dane Passo was not named as a Personal Representative to Local 631 in the official trusteeship notice, despite his appointment to this position.

"I don't know that ... I really don't get into every little thing about how people are paid."

Asked about whether International Representatives' expenses have to be approved by the General President. (According to the IBT Constitution, they do). In all, Hoffa's executive assistant approved \$59,932 in Las Vegas expenses for Passo in just a seven month period.

"I don't read the bylaws."

Asked about the governance of Las Vegas Local 631 which Hoffa put into trusteeship.

* All quotes from IRB transcript of Hoffa deposition.

TDU Urges Flight Attendants to Stick with Local 2000

A group of Northwest Airline Flight Attendants has formed an independent association, seeking to take the 11,000 Teamsters working there out of Local 2000 and into the Professional Flight Attendants Association (PFAA).

TDU is urging Flight Attendants to remain in Local 2000, and continue to work together to build a strong and democratic union.

The PFAA literature mailed to Flight Attendants cites problems with the International Union. They have some valid criticisms. In particular, the current IBT leadership has demonstrated a lack of concern and understanding of the Flight Attendant profession; and it continues to refuse to trust and support the Local 2000 leadership. A personal rep appointed by President Hoffa during the term of the former Local 2000 Executive Board remains in place despite the Local 2000 leadership's proven track record for getting results with Northwest Airlines labor relations while running a democratic local.

While the problems with the Teamsters Union are undeniable — and TDU works constantly to address them — forming an independent association could create more problems than it solves. Many independent associations, in fact, end up joining national unions. Others tend to become too closely tied to the one employer they deal with. The bottom line: Sooner or later, lengthy and financially draining crises inevitably confront every labor organization, and a union that lacks the financial backing of a large international parent is incapable of the sustained cash flow needed to fight such battles successfully.

The structure of the PFAA also raises alarms. This is an organization whose constitution *requires* it to subcontract out its administrative operations and staffing

Allentown, Pa. Local 773

More Teamster Drive-Away Jobs on the Chopping Block

Mack trucks near Allentown, Pa., is taking steps to hand its truck distribution over to Auto Truck Transport. The move jeopardizes nearly 100 Local 773 Teamsters who work for Hook-Up, the company that currently delivers trucks for Mack.

Hundreds of Teamster driveaway jobs have been lost in Dublin, Va., Mt. Holly, N.C. and Garland, Texas. In each case Auto Truck Transport (ATT), a subsidiary of JHT Holdings, has taken over the work, and the Machinists Union has stepped in to give the employers a union cover.

The IBT's response has been weak. An arbitration case over some of the Garland jobs is stalled, with JHT CEO Dennis Troha ignoring a subpoena to testify and hand over documents. Arbitration and NLRB cases are pending in North Car-

olina and Virginia.

There are strong reasons not to give up on the Teamsters. Flight Attendants have a good local union and a democratic structure. While there are problems with the current national leadership, leaders come and go. In the recent past, the Teamsters, under Ron Carey, spearheaded lasting positive changes within the union and within the whole labor movement. This momentum led to the most successful strike in modern American history: the 1997 UPS strike, in which the American public sided with the strikers.

Flight Attendants: A Force For Reform

Flight Attendants have been an energetic force for reform. Local 2000 was born in struggle in 1992. Northwest Flight Attendants were dispersed in a number of locals, a couple of which were corrupt. In 1992 then-president Ron Carey allowed them to charter a new national local. It's bylaws provide for elected base reps, an elected negotiating committee, and an executive board with a majority of working Flight Attendants.

Over the years Flight Attendants have improved on that structure, often in alliance with TDU. Most recently, the Local 2000 bylaws were modified to provide for an army of rank-and-file elected line stewards. These line stewards are about to be elected and trained, beginning this year.

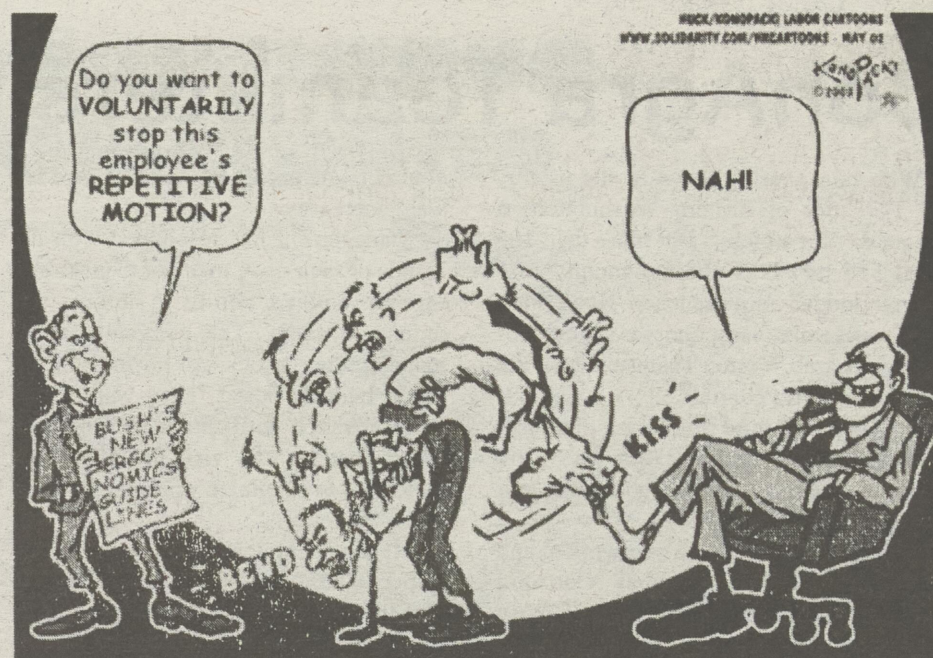
Ashley McNeely, the elected base rep for Honolulu Flight Attendants and a TDU leader said, "The members seeking to form an independent union have some valid concerns. But I am of the belief that it is more effective to work for change from within our union, rather than to go outside, hoping for a 'quick fix.' All of us, including the proponents of the PFAA, should work together toward solutions to the issues facing our union."

olina and Virginia.

JHT owns Active Transportation and Automobile Carrier Services. Those companies in turn own Active USA and Auto Truck Transport.

The carhaul contract has strong language, the Work Preservation Agreement, to prevent this kind of double breasting in which a single employer diverts work to a nonunion subsidiary. To get around it, JHT places subsidiaries in "blind trusts," then claims that the subsidiary is entirely separate because they have no operational control over the day-to-day operation.

More than a legal strategy is needed to take on this loss of Teamster jobs. Aggressive action by the IBT would make a difference. With the dues increase going into effect in July, lack of resources is no excuse.



CHALLENGING 'VOLUNTARY' WORKPLACE SAFETY. On June 20, the Senate Committee on Health, Education, Labor and Pensions voted to bring a bill to the Senate floor that mandates a new ergonomics standard within two years.

In one of his first acts, President Bush reversed an Executive Order establishing ergonomics standards to reduce the number of repetitive motion and other workplace injuries. The Labor Department later introduced "voluntary" ergonomic guidelines.

Members Face Down Threats, Violence

Bus Drivers Win Right to Elect Shop Stewards

School bus drivers in New York City are used to navigating twists and turns. So when Local 854 officials tried to block more than 300 members from electing their shop steward at Consolidated Bus Transit and Jodi Bus Company in the Bronx, workers knew how to stay the course.

They faced down threats, spies, double-talk, even violence — and won. On June 19, they elected reform candidates Jona Fleurimont and Jose Guzman as their shop steward and assistant shop steward by a vote of 171 to 51.

It wasn't easy.

After members submitted a petition demanding a shop steward election, Local 854 officials declared the signatures invalid. Management began interrogating workers individually and telling them they should consider work elsewhere.

A leader in the petition drive had his tire slashed on company property, and several drivers were tailed by company spies who were looking for an excuse to

write them up.

Members kept their cool and organized. They held a workshop with TDU to learn about their rights and to discuss legal and organizing strategies. They filed complaints with the National Labor Relations Board and the Board of Education regarding the threats and harassment. They launched a new petition demanding a stewards' election and got 90 percent of the drivers to sign.

A delegation of workers visited the union hall, and workers kept up the heat at a union meeting in the yard until Local 854 President Danny Gato finally gave in and scheduled a vote.

Workers posted flyers in and around the yard. Candidate Jona Fleurimont got the morning off so he could observe the vote count. The result was a landslide.

In the wake of the victory, the committee isn't disbanding. They are continuing to meet and hold workshops with TDU to discuss strategies for enforcing the contract and defending workers' rights.

Pepsi Route Drivers Win Overtime Legal Case

Route sales drivers' battle for coverage by overtime pay laws was given a boost in May when the New Jersey Supreme Court affirmed a lower court ruling that route drivers were not sales personnel and were therefore not exempt from overtime provisions. Over 400 Local 125 members will be awarded a multi-million dollar settlement.

Most states exempt sales employees from time-and-a-half overtime provisions. But beverage and snack food route sales

jobs have changed considerably in recent years. Employers' drive to segment delivery, especially to the growing number of large supermarkets, has taken away much of the sales responsibility once shouldered by delivery drivers.

Many other route sales Teamsters could benefit by exactly this kind of legal action. Where local unions don't have the resources needed to take on these cases, the IBT beverage and bakery/snack food divisions need to step in.

ConAgra Teamsters Fight for Respect

With rain pouring down in the usually dry Tri-Cities of Eastern Washington, it was no day for a picnic. But more than 300 Local 556 members and community supporters flooded rain-drenched Hood Park for a rally and barbeque in support of ConAgra/Lamb Weston Teamsters who are fighting for a just contract.

For years, the food processing giant had its way with the 180 workers who were represented by the docile, go-along, get-along leaders of Local 556.

As a result, workers are overworked and under-respected. Last October, ConAgra worked 24 people 28 days in a row. With no paid sick days and a "no-fault" attendance policy, there's no escape from the production push.

Local 556 members elected reform leaders two years ago and business-as-usual began to change at Lamb Weston.

"We elected new stewards, and we got training for the first time," said Sandra Steward. In the past, stewards were told that they were just supposed to be a witness if a worker got called to the office. "Now, we know our rights and how to stand up for members in the office. We're filing way more grievances than we ever did in the past — and we're winning."

When contract time came around, workers elected their negotiating committee and set bargaining goals that would take on chronic problems: a "respect" clause in the

contract, guaranteed days of rest, and fair wage increases.

Management has responded with demands of their own, many of them targeting the union's ability to inform and defend workers. The company is demanding the right to veto postings on the union bulletin board. They want to require advance notification before union representatives can visit the plant, and they want to eliminate workers' rights to honor picket lines.

Management tentatively agreed to a respect clause, but then reversed its decision the following day — an unfair labor practice. Workers responded with a petition drive and shop floor actions.

"We brought a giant copy of the petition to the negotiating table with us, and the same day people presented copies of the petitions to the supervisors," Steward said. "We all put orange Respect! signs in our car windows to send management the message that we're serious about this. It was the number one concern that members raised in our bargaining survey."

"The company said that we don't need things in writing, that in the past this stuff was taken care of with handshakes and verbal agreements," Steward said. "That's exactly why we're so messed up now. Verbal agreements were forgotten. Deals were made behind our



backs. Now everything comes right back to the members to decide."

When you're taking on an industry giant — ConAgra brings in \$27 billion in annual sales and had \$1.5 billion in operating profits in the last nine months — you need all the support you can get.

Local 556 Teamsters have reached out to labor, community and religious groups. Many organizations have written letters of support to Lamb Weston, including the Washington, Oregon and National AFL-CIO, the Washington Association of Churches, Jobs with Justice, the United Farm Workers and area churches.

The rally was part of the campaign to

take the issue to the community. Supporters talked to the press about the need for good jobs to strengthen the community.

Management isn't wild about the local's new approach to bargaining, but Steward is optimistic.

"Negotiations are very different this time around. In the past, the union officials told workers to keep quiet at the table. But now we speak up, give examples of problems, talk back," Steward said. "Management doesn't like having to listen to us, but that's what it's going to take if we're going to reach an agreement"

For information on how to support the contract campaign, contact Local 556 at (509) 525-5563.

Rank and File Power Wins in Southern California

Members Win Best Sanitation Contract in Southern California

The 120 members of Local 396 employed by Waste Management in Corona, Calif., have recently ratified a new agreement that makes them the highest paid sanitation drivers in Southern California. They also have full maintenance of benefits paid by the company (no employee co-pay for medical) for the life of the agreement, overtime pay after eight hours, jury duty pay, unlimited leave of absence for union business and other improvements.

The agreement, the best in the area, was won despite a tough employer and less than adequate support from union leadership. "This contract was won by the hard work, unity and determination of the rank and file," said shop steward and negotiating committee member Isidro Baldivia.

The members sent a strong message when they overwhelmingly rejected the first contract offer. The company and union officials did their best to sell the deal, including Local 396 Secretary-Treasurer Danny Bruno, President Ron Herrera and BA Javier Bonales. "Bonales told people we were stupid for not accept-

ing the first agreement, and Bruno said it was the best we could get," said Vice President and negotiating committee member Ernesto Perez. "We proved them wrong."

After the rejection the members stepped up their mobilization. They wore T-shirts that read "Respect, Dignity and Family Time." The three rank and file members of the negotiating committee, Ernesto Perez, Daniel F. Barrios, and Isidro Baldivia, did all the fighting at the bargaining table while the union officials sat on their hands and seemed to be sympathetic to the company.

In the second contract offer members won larger wage hikes, a pension increase, an additional holiday and a bonus. "We could have won more if we had a union leadership that supported us," noted negotiating committee member Daniel F. Barrios. The contract is currently being proof read for accuracy. Surprisingly the mistakes being found are by the union leadership. The rank and filers are going through the contract with a fine-tooth comb in order to insure that the members get what they fought for and won.

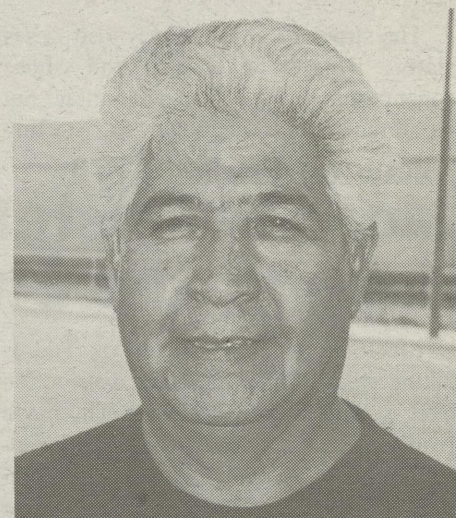
Southern California Grocery Pattern Agreement Bargaining Committee Must Include Rank and File

Raul Rodriguez
Local 630, Unified Western Grocers
Los Angeles

Seven contracts, covering about 12,000 grocery warehouse Teamsters in Southern California (from Los Angeles and Orange City to the border) in a pattern agreement, are due to expire Sept. 15.

These workers have one of the better grocery contracts in the Teamsters, and want to keep it that way — and improve it! Rank-and-file members have begun talking about what we want in the new contract in September, but local leaders like Jerry Vercruse refuse to put members on the bargaining committee.

We need to stop management from weakening our health-care coverage, as they have indicated they'd like to do. We need to deal with production standards that make our members work ridiculously (and needlessly) hard. We need to confront arbitrary attendance policies. We need to cut forced overtime and make our work lives more human. We need to strengthen seniority language for job assignments to prevent management from playing favorites. And we need to deal with inequities in the ways different members have been treated under employer mergers.



Raul Rodriguez

For all these reasons, we need rank-and-file members on the bargaining committee! We need to find out what our bargaining committee is pushing for, and to be kept updated on how bargaining is proceeding. We need a contract campaign that mobilizes and involves the members!

I'd urge anyone in the Southern California grocery group who wants to work on this campaign to contact TDU so we can work together to build this campaign — now, not in September when it may already be too late!

Fighting Work Performance Harassment and Discipline

Teamster employers have many ways to wring greater production out of workers. United Parcel Service and grocery warehousing both have high levels of productivity demands. Many of these suggestions for dealing with production harassment will apply to any workplace.

1. Beef up contract enforcement overall.

Production harassment can flourish when management is given free rein. Members may feel they have to give in to pressure because the union is weak. An ongoing campaign of contract enforcement can show management (and coworkers) that the union is willing to fight.

2. Target contract violations by management that indirectly boost production.

Supervisors working is one example. Another, from UPS, is violation of the over-70-pound package provisions. Overtime protections, if in the contract, are another area. Health and safety standards can be especially effective, as speed-up often rests on a foundation of safety hazards.

3. Go on the offensive.

Stewards and locals that are willing to "just say no" to performance standards can take some heat off members.

Elements of an offensive plan could

include the following:

- Set up a rank and file production standards committee. Get members working together.
- Do safety and health inspections on a routine basis. Contact TDU for suggestions.
- File OSHA complaints to deal with hazards.
- Use information requests to get ammunition — and to tie up management (see more on this below).

4. Enforce Weingarten Rights

Anyone brought "into the office" should insist on having a steward with them. The steward is there to try to prevent management from putting you on the spot about work performance.

Your right to do this is protected under federal labor law, and is called your Weingarten right.

Management can refuse this request only if they assure you that the discussion has no connection with potential disciplinary action.

Enforcing this right can prevent a worker from being bullied into making incriminating statements or agreeing to boost their production.

5. Educate coworkers about dealing with production demands.

The local or rank and file committee

can organize special meetings or classes on this topic. New workers should be brought up to speed quickly. Emphasize that working quicker while being observed — rather than meticulously following safe and proper procedures — will only come back to haunt them later.

UPS drivers need to understand how to act during full-day ride-alongs by supervisors (OJSs).

Ask right at the start whether your performance during a ride or other evaluation will be used as a standard for future performance. If the manager says no, ask them to put that in writing.

Either way, let the manager know that you're going to accept no help. No cherry-picking of easy drops, no help spotting parking places, no held doors, and no help sorting, carrying, or delivering.

6. Make note-taking a routine: order and use TDU Log Books.

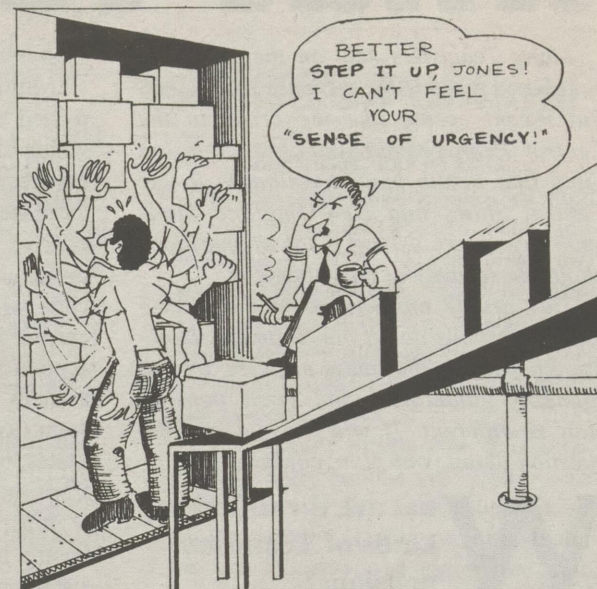
Taking notes consistently can save jobs, and is an important part of an offensive against production harassment.

When confronted with possible warning letters for not meeting standards, the individual or steward must be able to show why the ride-along day(s) went unusually well (better parking, lighter packages) or why case counts were lower on a certain day (equipment problems, product not available). Were there roadblocks on the relevant days that the picker didn't get "down time" for? TDU's Log Books are made for exactly this purpose. Order them and get coworkers using them.

7. Use information requests to go on the offensive.

Grocery warehouse production standards are based on time studies and flow charts that have been combined to establish standard times for every type of picking situation. It's the steward's right and responsibility to demand the information that went into these calculations. You can and should ask for:

- Copies of all flow charts showing the current standard times for each Key Volume Indicator (KVI), and any updates to these.
- All Master Standard Data worksheets used in these calculations.
- Copies of any unavoidable-delay studies, summary sheets, and calculation worksheets so you can see how the unavoidable delay allowance was calculated.
- Copies of any written policies or statements regarding rules for downtime (or "indirect time"), and who authorizes it.



- A detailed description of all underlying methods and conditions used in calculating the standards.
- Explanations for any of these materials you don't understand.

Important: If a member is written up for falling below production standards, demand evidence from management right away. Computer data is often dumped after one week.

8. Ask the right questions in disciplinary grievance hearings.

If work performance pressures lead to the worker being disciplined, the steward or member should be getting the answers to these key questions:

- Was the method or standard clearly communicated to the employee? When?
- Did management make it clear that violation of the standard could lead to disciplinary action?
- Did the disciplinary action start with the lowest level of discipline reasonably related to the "offense"? Was there another way to help the employee modify their behavior?
- What is the employee's length of service? What is their previous performance record or disciplinary record? Are appropriate allowances being made for seniority, physical condition, or age?
- Is the method or standard reasonably related to carrying out the employer's business?
- Is the employee being singled out for any reason, such as union-related activity? Have other employees with the same numbers been treated similarly?

9. Fight for contract protection—then implement the guarantees.

Set long-range goals for winning contract language that protects workers from production harassment. Set up a production standards committee and contact TDU about a workshop or other help with production standards or contract campaigns.

And come to the TDU convention in November and meet with other activists who are dealing with these same issues!

TDU Log Books

Grocery Warehouse workers and UPS package-car drivers are under the production gun.

One of the best ways to protect ourselves, and to push back management's attacks, is to take good notes through the day.

These pocket-size Log Books make note-taking easy.

Order for yourself, or in quantity for your workplace or local.

UPS books are \$2.50 each, \$2.00 each for 5 or more. Warehouse books are \$4.00 each, \$3.00 each for 10 or more.

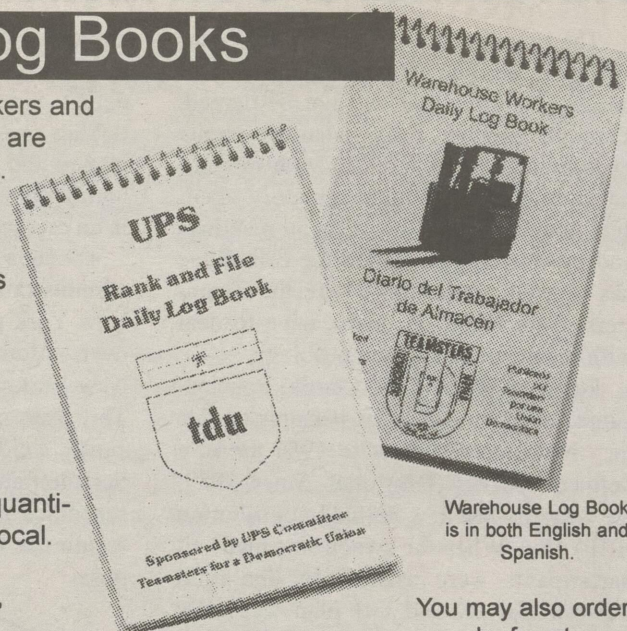
Send me _____ UPS Package car driver Log Books \$ _____
 _____ Grocery Warehouse Log Books \$ _____
 Total due \$ _____

Name _____
 Address _____
 City _____ State _____ Zip _____

☐ Check enclosed

☐ Mastercard/Visa card # _____ Expiration _____ / _____

Send to TDU, PO Box 10128, Detroit, MI 48210



Warehouse Log Book is in both English and Spanish.

You may also order by fax at 313-842-0227.

Teamster Pensions: What You Need to Know

Many Teamsters rely on their pension benefits to provide for a secure retirement. But recent events like the crisis in the Central Pennsylvania Teamsters Pension Fund and health benefit rollbacks in the Central States and New England funds have Teamsters asking a lot of questions about the security of those benefits.

This article answers some frequently-asked questions about our Teamster benefits. Please note that these answers are only general guidelines, and each pension plan is different. If you have a specific question about your plan, contact TDU.

What are the different kinds of Teamster pensions?

Teamsters are generally covered by two types of pension plans "defined benefit" and "defined contribution."

With a defined benefit plan, your retirement benefit is a guaranteed amount, linked to your age and/or the number of years for which your employer has made contributions to the pension fund on your behalf (known as *years of contributory credit*). For example, Central States fund participants get \$2,500 per month with 25 years of contributory credit at age 57. In the West, benefits are based on a PEER system, where you become eligible once your age and years of contributory credit add up to a certain number, currently 80. Many plans now also offer retirement benefits linked solely to years of contributory credit, like the 25-and-out benefit in the Central States.

With a defined contribution plan, your employer contributions are held in an account and invested by the fund on your behalf until you retire. Your benefit is based on how much money has accumulated in your account. Depending on how your money has been invested and what the economy is like when you retire, your benefit level can vary quite substantially.

Employers generally prefer defined contribution plans, as they pass the risk for your retirement on to you. If the stock market dips a few months before you retire, or if the plan administrators mismanage the fund (as in the case of the Central Pennsylvania fund) your employer has no responsibility for making up for the shortfall.

How can our pension plan trustees be held accountable?

This depends on whether your plan is a single company plan or a multi-employer plan which is jointly managed by an equal number of union and company trustees.

If you are covered by a company plan, your plan is controlled by the company, which makes it easier for the company to use your money for their own interests, and harder for you to do anything about it. That's why UPS tries to get Teamsters into

their company plan.

Multi-employer plans are jointly controlled by the companies and the union, which allows for more member accountability. Union trustees of most smaller Teamster pension plans are usually officers of the local union. But in larger plans union trustees are appointed officials who themselves hold multiple lucrative pensions and are shielded from accountability. For example, in the West, trustees are selected by the heads of the Joint Councils in the plan. In the Central States, trustees are selected by an official from each state in the plan.

It is possible to make your trustees sit up and listen though, as our brothers and sisters in Central Pennsylvania are showing.

Health coverage in Central States just tripled in cost. What can we do about it?

Central States, along with many other Teamster pension plans, has been warning retirees about the rising cost of health coverage for some time now. But the trustees' proposals for dealing with the problem just stick members with the tab, resulting in a net cut in benefits.

There is a way to address rising health costs while protecting members' benefits that our union trustees refuse to talk about. The solution is to negotiate sufficient employer contribution rates for our pension and health and welfare funds in upcoming contract talks. This requires a more coordinated bargaining strategy. With our union currently bargaining on economic issues with UPS, which will set the pattern for freight and carhaul next year, now's the time to push for decent employer contribution rates to restore retiree health coverage.

I want to keep working after I retire, but I'm worried that I might lose my pension benefits. How can I avoid that?

It used to be that Teamsters looked forward to retirement as a well-deserved rest after a career of hard work. But today, Teamsters are retiring younger and staying active. Many take early retirement and start a second career.

Unfortunately, our Teamster pension plans refuse to change with the times. They impose overly restrictive "re-employment rules" that severely limit retirees' choices of second careers. Central States has gone so far as to say that "The Pension Fund ... was designed to provide a retirement income, not supplemental income."

While re-employment rules make sense to the extent that they keep retirees from putting their Teamster-related skills

to work for the nonunion competition, the current rules are so restrictive that they end up denying retirees the right to earn a living. The rules are even more outrageous when compared to those for the lucrative officials-only pension plans that cover many union trustees. These plans have virtually no re-employment rule, and even allow officials to retire and work for management.

To protect yourself if you're working after retirement, seek advice before filling out any forms for your fund related to re-employment. Every case is different, and you could be denied benefits unfairly, simply because of how you word your job description, even if your job is legal under the fund's regulations.

How can I protect my pension benefits?

Education and documentation are the key. Share this article with your co-workers, and educate yourself about how your plan works. Request all plan documents and financial information you're entitled to (see last month's *Convoy* article on "Your Right to Union Documents and Financial Information" to find out which documents, or go to the Department of Labor's pension website



Will Your Pension Cover You in Retirement?

at <http://www.dol.gov/pwba/pubs/youknow/know2.htm#disclose>.

Keep a paper trail so you can prove what benefits you're entitled to. Keep all your pay stubs and a copy of every contract you work under. Keep lists of the Teamster companies you work for, along with the names of your supervisors. Request your personal "summary of plan benefits" from your pension fund (they should send this to you every year), and make sure the fund's records correspond with yours.

Teamsters in some areas have organized Pension Improvement Committees to safeguard their benefits and advocate for improvements. Contact TDU to find out how.

Central Pa. Pension Reformers Continue Struggle

The pressure is on! The Central Pennsylvania Teamster Pension Reform Committee is a force that will not be denied. Through lawsuits, mass meetings, media exposure, petitions, contact with influential public officials and regulatory agencies, tough questioning at union meetings and membership education the committee has created a situation where the Teamsters, from Hoffa on down, have to deal with their critical pension problem.

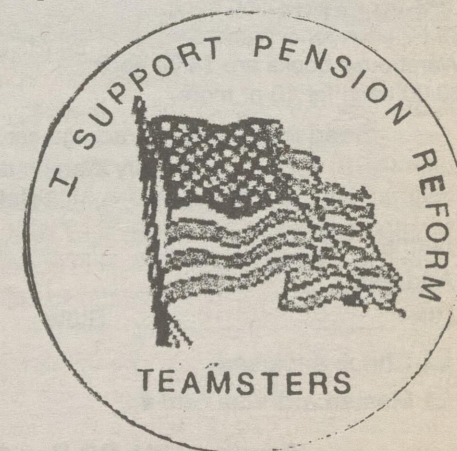
For Teamsters in the Central Pennsylvania pension plan, any pension credits they have accrued prior to 1987 are in a defined benefits (DB) plan. Since 1987, the benefits are in a defined contribution (RIP) plan. When the switch was made all participants were assured by the fund trustees that the old DB plan was fully funded. The trustees were dead wrong. The old DB plan is anywhere between \$103 and \$160 million underfunded, with no additional revenues coming into it.

To make matters worse the trustees have botched up investments in good times and in bad. They are completely discredited in the eyes of the rank and file.

How to make up the money they need for the DB fund? The trustees have an idea — a bad one. Rather than going after the companies, they want to take from 20 to 35 percent, depending on age and years of service, of the pension contributions paid on behalf of fund participants under

the age of 51 and divert that RIP money into the old DB plan to make up the deficit. Since the legality of such a move (taking one person's guaranteed pension money and giving it to someone else) is highly dubious, this money is being held in an escrow account for the time being.

Facing a rank and file revolt, the Hoffa administration is pressing the Upstate New York pension fund to take the fund over. A formal proposal from the Upstate New York plan is expected within weeks. The Reform Committee, which has recently held mass meetings in Milton, Scranton and Harrisburg and has another scheduled for Reading, vows to carefully scrutinize the Upstate New York proposal.



Reform Committee button

Politics in Toronto

Hoffa Imposes Trusteeship, Blocks Local 938 Election

Brian Chapman
Local 938 steward, Allied Systems
St. Thomas, Ontario

Hoffa and his administration have decided to put Teamster Local 938 into trusteeship. This comes after four years of the rank and file pleading for help and two-and-a-half years after trusteeship was recommended to the IBT by one of its own investigators.

This trusteeship also comes after Local 938 rank and file members from freight, small package and carhaul joined forces in a never-before-seen coalition. This coalition formed a complete slate to run against the seemingly entrenched team of incumbents made up of local officers and business reps in the delegate election of 2001. After a well mounted campaign by the rank and file coalition,

Local 938 members voted in the entire rank and file slate in overwhelming numbers.

The 10,000 members of Local 938 again voted for the rank and file slate by a majority in the battle of Leedham against Hoffa after another well planned campaign was carried out. This time the rank and file coalition reached across Ontario to other Teamster locals with its message and was largely successful coming within 150 votes of winning all of Ontario.

Members across Ontario sent out a loud clear message to Hoffa in this near upset clearly demanding to be properly represented and that the ways of the past will no longer be tolerated.

This being said, however, it appears that Hoffa and his administration seem to be communicating in some type of foreign language that has yet to be deciphered. This communication problem becomes clear when the recent events within Local 938 are scrutinized.

In a four-page document Hoffa sent out on May 16 the General President states that "the political climate has been poisoned such that an election is unlikely to reflect the actual preferences and best interests of the membership." Hoffa also confirmed within this document "that the local is not being administered in accord with democratic procedures."

Overseers sent in recently confirmed at the trusteeship nearing that the president and the executive board of Local 938 are guilty of almost all allegations of wrongdoing made against them in the past.

These overseers however repeat this theory of a poisoned political climate and state that because of this climate and upcoming negotiations within carhaul and small package an indefinite trusteeship must be imposed.

This trusteeship, if imposed, will, at the earliest, come just three months before Local 938's local election should take place. Rank and file Teamsters are outraged at the prospect of this imposition being forced upon them.

If Hoffa and his administration are

Hoffa's Political Trusteeships

In the statement of reasons for putting Toronto Local 938 into trusteeship, Hoffa brazenly admits that he doesn't want the upcoming October election to take place because "an election is unlikely to reflect the actual preferences or best interests of the membership."

He doesn't explain the details of why he feels the "wrong" people will be elected by the 10,000 members of Local 938, but we can figure that out. The "wrong" people won all 13 delegate positions a year ago. The "wrong" Tom Leedham slate swept the local by a 2-1 margin seven months ago. That tells us the answer.

This is not the first time Hoffa has played politics with trusteeships. Local 556, in Walla Walla, Wash., was about to hold an election in 1999. Rank and file leaders and stewards, members of TDU, were set to win. So Hoffa imposed an illegal trusteeship.

His political move failed. The members went to federal court against the trusteeship and won an injunction reinstating the chief steward at the largest plant in the local. Hoffa finally settled the lawsuit and allowed an election.

Most of all, the members organized and didn't get worn down, bought off, divided or confused. Hoffa changed the rules to make his own candidates eligible, but the rank and file saw through his tricks. A new leadership, led by Maria Martinez, swept the election by a 3-1 margin.

The Local 556 members are a good role model for the brothers and sisters of Local 938.

truly interested in getting rid of the "poison" in Local 938 they have only one choice, and that is to give the membership of Local 938 their election in October of 2002 as scheduled.

Murderer of Noel Colón Found Guilty

A jury in Puerto Rico found the murderer of Noel Colón guilty on Wednesday, May 29.

Colón, an outstanding labor leader in Puerto Rico and a founder of the Teamster reform movement there, was murdered by Juan Negrón in the Local 901 union hall last November. Negrón was found guilty on all charges, including First Degree Murder. He was sentenced to 99 years in prison.

Colón was the founder of a movement called Teamsters for Change, which elected reform leaders to Puerto Rico Local 901's executive board and democra-

tized the local's bylaws by creating a stewards' council with broad powers over the decisions and direction of the union.

Colón's vision of union reform extended beyond Puerto Rico. He joined TDU to link up with Teamster reformers across North America and ran for International Vice President on the Tom Leedham Rank & File Power Slate.

Teamsters in Puerto Rico Local 901 continue to carry the reform torch lit by Colón.

Some of his closest associates have formed a TDU chapter, appropriately named the Comité Noel Colón.

Teamster Shorts



Turtles Help Truckers

Environmental activists in California are pushing for a bill that would penalize port container terminal operators for excessive truck idling time. While the bill's sponsors are concerned about exhaust fumes, the International Longshore and Warehouse Union supports it because they believe it will lead to longer port hours and thus more jobs. The truckers involved are nominally independent contractors who don't get paid for idling time, so shortening wait time would make their lives better, too. (Even better would be successfully organizing these drivers into the Teamsters and eliminating the myth of independence!).

Whose Flag Is It?

In case you were in doubt about the true meaning of the American flag, the National Labor Relations Board has cleared it up: it's not the flag of workers. While workers may have saved democracy in World War II, and given their lives to defend the flag in several wars since, the NLRB says we can't use it on the picket line — at least not in Des Moines, Iowa. Local 90 Teamsters on strike against Crown Redi-Mix and A-1 Ready Mix (concrete companies) were told by the Board that the flag was an illegal signal about the strike.

Website of the Month

Rank-and-file UPS Teamsters in Albany, N.Y., Local 294 have been running an excellent resource for their members and others who want to follow what's going on in upstate New York. Check them out at <http://co294.com/>.

No Comment

Springfield, Ill., Local 916's August golf outing to raise money for DRIVE will include "on-course refreshments served by the HOOTERS girls!" The Hooters logo is featured prominently on the invitation.

Quote of the Month

"At the banquet of nature, there are no reserved seats. You get what you can take and you keep what you can hold. If you can't take anything, you won't get anything. And you can't take anything without organization."

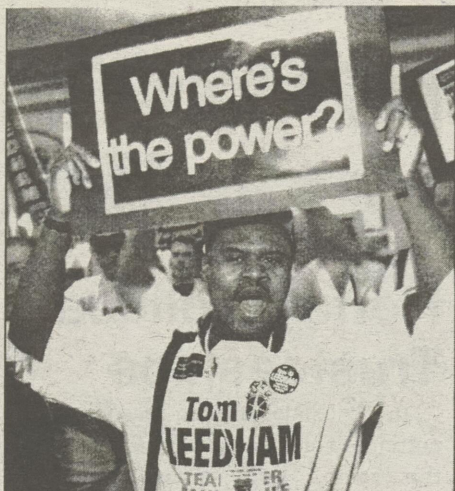
— A. Philip Randolph, Railway Union Organizer and Civil Rights Leader

LEAVE A LASTING LEGACY FOR TEAMSTER REFORM

The Teamster Rank and File Educational and Legal Defense Foundation (TRF) is central to the mission of TDU. Since 1977, TRF has provided educational and legal tools to Teamster members leading the struggles to reform our union.

Including TRF in your estate planning will help ensure that resources will be there for the struggles ahead. A contribution of life insurance or securities, as well as a gift from a trust, bequest or retirement plan can provide funding to support Teamster union reform.

Informed estate planning can strengthen the value and potential of a gift. To request additional information or to discuss how to make a planned gift to TRF, please contact Barry Eidlin at 313-842-2615 or trf_foundation@igc.org



Reasons to Be at This Year's Convention . . .

- ▶ Winning grievances
- ▶ Learning shop floor tactics
- ▶ Freight contract 2003
- ▶ Meeting with some of the best leaders in the IBT
- ▶ Dues increase without a vote
- ▶ Multiple salaries for top IBT officers
- ▶ Electing strong local union leadership
- ▶ How to run a local union after electing strong leadership
- ▶ Fighting apathy
- ▶ Organize the unorganized
- ▶ Win democratic bylaws
- ▶ Dane Passo and Bill Hogan Jr.
- ▶ Nonunion carhaul carriers
- ▶ Learn your rights on the job and in the union
- ▶ Become a better steward
- ▶ Unity and inspiration
- ▶ UPS disregard for contract
- ▶ Health and welfare costs up for retirees
- ▶ Help lead workshops and meetings
- ▶ Network
- ▶ Meet Teamsters who fight back and win
- ▶ Help build the reform movement
- ▶ Elect TDU leaders for 2003
- ▶ See old friends
- ▶ Production standards
- ▶ FedEx, Saia, Watkins, Estes, WalMart
- ▶ Hoffa handling of Overnite strike
- ▶ IBT organizing record



Nov. 1-3, Cleveland Sheraton Airport The Power Is at the TDU Convention!

Teamster Power is Rank and File Power and Rank and File Power is what the TDU Convention is all about.

Many of the best activists and leaders in our union will be at the TDU Convention. It is the only place that Teamsters can come together nationally to discuss the positive steps that are being taken to turn our union around.

Many of the best attorneys and labor educators will be at the TDU Convention. They will be there because they believe in our cause. You need to be there for yourself, your future and the future of our union.



Do you ever feel like a plow horse that's plugging along pulling a wagon while getting your rear end beat? Do you also sometimes feel like a mustang, challenging those who try to suppress you?

Come to the TDU Convention. Get organized, find solutions, and learn alternatives to getting your ass beat.

Dick Gebhardt
Local 961, Denver

On This Year's Agenda

- ▶ Getting the IBT to put the dues increase to work on membership programs, not officer perks.
- ▶ Defending the National Master Freight Agreement.
- ▶ The future of the consent decree and corruption in the IBT.
- ▶ Organizing to get the IBT organizing: veteran organizers speak on what can be done.

Workshops and Education

The convention features nuts and bolts workshops on issues that affect all Teamsters. Some of this year's topics include:

- ▶ Pension rights and the health benefit crisis
- ▶ Enforcing the UPS contract
- ▶ Protecting truck safety whistleblowers
- ▶ Using the FMLA to beat back discipline over attendance
- ▶ How to run for local union office

Industry Meetings

The convention features meetings for Teamsters from a range of industries, companies and jurisdictions. This year's meetings, and some of the topics covered, will include:

- ▶ **Freight:** Getting ready for the contract battle
- ▶ **UPS:** Enforcing the new contract and building for the future
- ▶ **Food processing:** Winning power in our union and workplaces
- ▶ **Sanitation:** Building coordination to win better contracts
- ▶ **Grocery and warehousing:** Dealing with production standards, outsourcing and other threats
- ▶ **Airline:** Making the IBT accountable to the growing number of airline Teamsters
- ▶ **School bus drivers:** Winning better contracts and fighting union-busting
- ▶ **Public employees:** bargaining in a post 9/11 world
- ▶ **And more . . .**



The National Master Freight Agreement deadline is less than a year away. A strong contract can only be won if the rank and file are aware and involved in the campaign. I know of no better place than the TDU Convention to prepare for this campaign. Rank and file freight Teamsters from around the country will gather in Cleveland, Nov. 1-3 to have face to face discussions about our needs in the upcoming contract and how to organize a victorious campaign. I'll be there and I hope to see you too!

Willie Smith
Local 413, Columbus

**For more information, contact TDU
in Detroit at 313-842-2600
in New York at 718-624-7746
or at tdudetroit@tdu.org**